

Education Improvement 2014



Meeting of State Superintendents
August, 7, 2014

Education Improvement Committees 2014

Career Ladder / Tiered Licensure

Committee Charge: to further refine the following recommendations of the Governor's Task Force:

- #12: Career Ladder Compensation Model
- #14: Tiered Licensure
- #15: Mentoring
- #16: Ongoing Job-embedded Professional Learning
- #19: Provide enhanced pre-service teaching opportunities through the state's colleges of education
- #20: Participation in the CCSSO's "Our Responsibility, Our Promise" recommendations to improve teacher preparation



Committee Process

Focused first on Tiered Licensure

- Considered recommendations for SDE Technical Advisory Committee
- Used practitioner subcommittees to bring forward recommendations on teacher proficiency based on Danielson framework and on how to address out-of-state teachers
- Proposed Administrative Rule will be reviewed by State Board of Education on August 14th. Public comment will be gathered and the Board will review the Rule again next fall. The legislature consider the rule during the 2014 session.

Committee will focus next on the career ladder compensation model



Obtaining Residency Certificate

- Institutional recommendation from a state approved educator preparation program:
 - A performance evaluation with basic or higher ratings in all 22 components of the Idaho state evaluation framework
 - Individualized Learning Plan
 - Student Learning Objectives or Measurable Student Achievement



Residency Certificate

- 3 year non-renewable certificate
- Professional Development in Years 1-3 includes:
 - Year 1 – intensive mentoring (paid from leadership premium pool)
 - Year 2 – mentoring at a lesser level (paid from leadership premium pool)
 - Year 3 – independent practice



Qualification for Professional Certificate

- Teacher can apply after year 3 if he/she meets the following criteria:
 - For 2 of 3 years, including the final year prior to applying:
 - Demonstrated teaching proficiency on the Idaho state performance evaluation framework:
 - Must have 16 or more elements marked as Proficient or higher
 - No more than 6 elements marked as Basic
 - No more than 2 elements marked as Basic in Domain 1 or 4
 - No more than 1 element marked as Basic in Domain 2 or 3
 - No elements marked as Unsatisfactory
 - Increased Student Achievement/Growth (as defined in Appendix A)
 - Annual Individualized Professional Learning Plan (framework developed at district level based on identified areas of growth from the annual evaluation)



Contingencies

- If a teacher cannot meet the criteria to qualify for a Professional Certificate within 3 years, he/she has the opportunity to return to a higher education institution for instruction in the area of non-proficiency. The teacher would not be certificated during this time period.
- If successful in completing the higher education instruction, the teacher can re-apply for a Residency Certificate.
- A teacher would not be eligible for a continuing contract until he/she qualifies for the Professional Certificate.
- A teacher may “bank” one year of combined proficiency and student achievement, and may apply for a Professional Certification once he/she meets the qualification requirements.



Professional Certificate Renewal

- 5 year renewal
 - Meet current credit requirement (IDAPA 08.02.02.)
 - For 3 of 5 years, one of which must be the 4th or 5th year, achieve the following:
 - Demonstrated teaching proficiency on the Idaho state performance evaluation:
 - Must have 18 or more elements marked as Proficient
 - No more than 4 elements marked as Basic
 - No more than 2 elements marked as Basic in Domain 1 or 4
 - No more than 1 element marked as Basic in Domain 2 or 3
 - No elements marked as Unsatisfactory
 - Increased Student Achievement/Growth (as defined in Attachment A)
 - Annual Individualized Professional Learning Plan (framework developed at district level based on identified areas of growth from the annual evaluation)



Contingencies

- If a teacher does not meet these criteria, he/she is moved to a Contingent Professional Certificate.
 - The teacher will be placed on an improvement plan. The improvement plan will include peer assistance and, if appropriate, intervention courses from higher education institutions.
 - Contingent status on Professional Certificate removed once Professional Certificate renewal requirements are satisfied at next renewal.



Additional Contingent Professional Certificate Provisions

- Any teacher with a Contingent Professional Certificate is not eligible for a leadership premium, other than those currently serving in a “Hard to Fill” position.
- Any teacher with a Contingent Professional Certificate is not eligible to move to Master Professional Certificate at next renewal.



Qualification for Master Professional Certificate

- 5 year renewable
 - Meet current credit requirements
 - A minimum of 8 years teaching experience as certificated employee, the last 5 of which must be with standard Professional Certificate
 - For 3 of 5 years, one of which must be the 4th or 5th year, must achieve the following:
 - Student achievement/growth
 - 60 percent of students must meet or exceed growth targets
 - Demonstrated Teacher Proficiency on the Idaho state performance evaluation framework:
 - No elements marked as basic
 - No less than 6 distinguished ratings
 - 4 out of the six must be in Domains 2 and 3



Qualification for Master Professional Certificate (Continued)

- For last 5 years:
 - No District Performance Improvement Plan or Probation
 - No elements marked as Unsatisfactory on state performance evaluation
 - Annual Individualized Professional Learning Plan (framework developed at district level with based on identified areas of growth from the annual evaluation



Additional Master Professional Provisions

- Upon renewal, individuals who cannot meet Master Professional Certificate requirements will be granted a standard Professional Certificate.
- Upon renewal, individuals who cannot meet Master Professional or standard Professional Certificate requirements will be granted a Contingent Professional Certificate, and will be subject to the requirements associated with that certificate.



Summative Evaluations

- Summative evaluations based on Idaho state performance evaluation framework must include observations completed by two observers who have proof of proficiency in evaluating teacher performance as stated in IDAPA 08.02.02.121.05.c.
 - Second observation may be conducted through video



Certification Appeal Process

- Appeals regarding certification will be conducted by the Professional Standards Commission
- Appeals are made at the time of renewal or new certification
- Only the process as it applies to certification/recertification is appealable



Out-of-State Teachers

- Less than 3 years of experience:
 - 3 Year Interim Residency Certificate (non-renewable)
 - To qualify for a Professional Certificate:
 - Must meet Idaho's proficiency and student growth qualification requirements
 - May provide out-of-state evidence of proficiency and student growth comparable to Idaho requirements
 - Must meet Idaho's qualification requirements for at least one year while teaching in Idaho
 - If a teacher fails to qualify for a Professional Certificate, the Interim Residency Certificate expires and the teacher is subject to provisions applicable to Residency Certificate holders who fail to meet Professional Certificate requirements



Out-of-State Teachers

- 3 or more years of experience:
 - 3 Year Interim Professional Certificate (non-renewable)
 - To qualify for a Professional Certificate:
 - Must meet Idaho's proficiency and student growth qualification requirements
 - May provide out-of-state evidence of proficiency and student growth comparable to Idaho requirements
 - Must meet Idaho's qualification requirements for at least one year while teaching in Idaho
 - If a teacher fails to qualify for a Professional Certificate, the Interim Professional Certificate expires and the teacher is subject to provisions applicable to Residency Certificate holders who fail to meet Professional Certificate requirements



Out-of-State Teachers

- 8 or more years of experience
 - To receive a 3 Year Interim Master Professional Certificate (non-renewable)
 - Must show proof of meeting Master Professional Certificate proficiency and student growth requirements through comparable out-of-state evidence, or
 - Must hold a Master (tier 3 or equivalent) certificate in current certifying state



Interim Master Professional Certificate Holders

- Must meet proficiency and student achievement requirements in 2 of 3 years, including the final year, in Idaho to receive an Idaho Master Professional Certificate
- If a teacher holding an Interim Master Professional Certificate does not meet the Master Professional Certificate requirements he/she may receive a Professional Certificate, provided he/she meets the Professional Certificate requirements
- If a teacher does not meet the Professional Certificate requirements he/she would receive a Contingent Professional Certificate



Leave of Absence

- Teachers who are granted a district approved leave of absence from teaching for 1 or more years may receive a maximum 1 year extension to their renewal time frame
- Teachers must notify the Certification Department they have an approved leave of absence from the school district
- Renewal timeframe may be extended to 2 years if the purpose of the leave is to serve in a district approved position
- In the event of military leave, the renewal timeframe may be extended to a timeframe equivalent to the military obligation



Inactive Status

- Applies to certificate holders who are no longer in the classroom
- During inactive status, the teacher must maintain credit renewal requirement
- Must complete required courses prior to returning to active status
- Upon return to active status, the teacher is placed at year 1 of standard Professional Certificate, provided any contingencies applicable at the time the individual became inactive shall apply upon reactivation.
- Must apply for inactive certificate status prior to or at the time of current certificate renewal.



Exceptional Child Certification Teacher/Librarian Endorsement Gifted and Talented Endorsement

- Teachers with above certifications and endorsements participate in the tiered licensure model



Pupil Personnel Services Certification

- Includes Nurses, Audiologists, Psychologist's, etc. (IDAPA 08.02.02.027)
- Separate from teachers for purposes of evaluation and funding
- Reclassify as “School Support Specialists”
- School Support Specialists could also include IT, purchasing agents, fiscal agents, other specialty and classified administrative personnel



Appendix A

Student Achievement/Growth

Statement of Increased Student Achievement/Growth:

“For movement to a Professional Certificate and maintenance of a Professional Certificate: *At least three assessments* must be used in demonstration of a teacher’s student achievement. Of those three, *the Idaho Reading Indicator [IRI] and the Statewide standards achievement test* must be included as applicable. *Student Learning Objectives*, including pre and post assessment for student learning must be included *for non-tested* (SBA IRI) subjects. Other measures shall be chosen at the district level, selected from the attached list. The majority of student achievement evaluation shall be based on student growth.”



Student Achievement/Growth List

- Statewide standards achievement test (e.g. Smarter Balanced Assessment)
- Student Learning Objectives (includes pre and post assessments)
- Formative assessments
- Teacher-constructed assessments of student growth
- Pre and Post Tests
- Performance-based assessments
- Idaho Reading Indicator
- PSAT/SAT
- District-adopted assessment
- End of Course exams
- ACT
- Advanced Placement Exams
- International Baccalaureate
- ISAT Science
- Professional-Technical Exams



Next Steps

Committee has several more meetings scheduled in August and September to discuss the details of the career ladder compensation model.

All meeting dates, materials and notes are posted on the Board's website

www.boardofed.idaho.gov

